

DD/M&S 73-2578

27 JUN 1973

MEMORANDUM FOR: Each Other Member, Training Board of Visitors
Mr. Harry B. Fisher, Director of Personnel

STAT

[Redacted] Deputy Chief, Planning

Staff [Redacted]

[Redacted] Deputy Director, Office
of Scientific Intelligence

SUBJECT : Management Training Course

The attached is a near final outline of the new management training course which OTR would like to kick off in September. The Chairman has scheduled us for our first Board meeting under his leadership on 17 July. I understand also that the Board is scheduled to meet with Mr. Colby on the 24th to discuss our (Bill Broe's) memorandum on management training. I think it would be well, and hence asked for these copies to share, if we had been over the outline and could discuss it with Mr. Colby. I am concerned, however, that, if we wait until after our meeting with Mr. Colby to suggest changes to OTR, they will have at best perhaps only a month or six weeks to incorporate them for a September running. If you agree, I would be happy in the meantime to broker any suggestions you may have as an individual member of the Board with OTR with the thought that we may be in a position of having a more nearly final package when we meet with Mr. Colby.

(u) (b) (7)
/s/ Robert S. Wattles

Robert S. Wattles
Associate Deputy Director
for
Management and Services

Att

Outline of "The Advanced Management Program"

cc: Chairman, Training Board of Visitors, w/Att
Director of Training, w/o Att

ADD/M&S:RSW/ms (27 June 73)

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ADMINISTRATIVE -- INTERNAL USE ONLY

THE ADVANCED MANAGEMENT PROGRAM

September 1973

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Program Staff

Coordinator

STAT

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THE ADVANCED MANAGEMENT PROGRAM

I. Objective : To give all new middle managers (generally GS-13-15 who have just become supervisors of supervisors) a better understanding of the major areas of management knowledge as a necessary step toward improving managerial performance in the Agency. The program will not repeat material covered in the Fundamentals of Supervision and Management (FSM). It is assumed that the student has either taken the FSM or can if needed. Further, the Program is not aimed at interpersonal relations and team building. It is assumed that the student will look to the Managerial Grid Seminar for that type of training.

II. Method: The Program is designed to carry out this objective through seven short courses called units. The units are independent instructional entities and are not elements of a course to be taken on an all-or-nothing basis. The segmented format makes it possible for students to take the Program units one at a time, in any sequence, and in any number from one to seven. The student will not be forced to sit through something he has already had in another course. The one-to-three day length of each unit makes it easier to mesh training and office work. As a way of demonstrating the flexibility of the unit system, the September version of the Program is scheduled with breaks of a day or a weekend between units. Once the Program is fully underway, units can be scheduled to meet the convenience of students: night or day, Chamber of Commerce or elsewhere. Units will be added or dropped, according to demand, and

will be scheduled independently, if necessary, to accommodate registrations. Each unit will have its own individual critique system, and as this is a new endeavor, the critiques will be highly structured. The maximum enrollment in any one unit will be 30 students selected by the Directorates.

III. Procedural Steps: Once the Curriculum Council approves (scheduled for 1 July) a definite Program and the student selection mechanism, the following steps are proposed to launch the Program:

- A. Meeting of the Program staff with senior Training Officers in order to explain the objective and methods of the Program
- B. The Director of Training to arrange similar explanatory briefings with the Board of Visitors and with the Deputy Directors in order to gain active support. The Deputy Directors will be requested to participate in the student selection process.
- C. In accordance with the Action Plan, it is proposed to have the final design of the Program completed by 31 July and administrative preparations completed by 28 August.

IV. The Units: The content of the Program has been developed in response to guidance from the Management Task Force and those it interviewed, members of the Office of Training, and the Board of Visitors. The seven units of the Program are grouped in three main

categories as a means ^{of} visualizing the relationships among the units and not as groupings that limit the flexibility of the unit system:

I. Getting Things Done Through the Bureaucracy

Agency Management Requirements	2 days
Budgeting/Finance	1 day
Management by Objectives, and	
Productivity	2 days

II. Getting Things Done Through People

Career Development	2 days
Leadership	2 days

III. Getting Things Done by Solving Problems

Introduction to Systems Analysis	2 days
Problem Solving and Decision Making	3 days

THE ADVANCED MANAGEMENT PROGRAM
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 September 1973

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	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
AM	3	4	5	6	7
PM	HOLIDAY	Managerial Role	Regulations, Alcoholism/Drugs		Budgeting/ Finance
AM	10	11	12	Agency Policy	Evaluative Process
PM	Management by Objectives	Productivity		13	(cont.) 14
				Evaluative Process	Managing
AM	17	Participative Approach	18	19	21
PM	Communications/ Staff Meeting			20	Systems Analysis
AM	Special Employee, Managing Change	Leadership Patterns		Introduction to	
PM					
AM	24	Calculating Risks	25	Agency Computer Program	26
PM	Creativity/ Innovation	Quantitative Approach		Agency Computer Centers	27
					28

UNIT: AGENCY MANAGEMENT REQUIREMENTS

<u>Tuesday, 4 Sept.</u>	<u>The Managerial Role</u>	
0830-0900	Reading	
0900-1030	Lecture and class discussion	Brownman or other <u>Associate</u> Director
1030-1040	Break	
1040-1200	Class discussion of managerial vs. technical functions	
	What Administrative Support Can the Manager Expect	
1200-1300	Lunch	STAT
1300-1350	Lecture - The Role of Administration	Wattles <input type="text"/>
1350-1430	Class question-and-answer session	
1430-1445	Break	STAT
1445-1530	Lecture - Some Important Details about Personnel Work	<input type="text"/>
1530-1630	Discussion	
<u>Wednesday, 5 Sept.</u>	<u>Agency Regulations/Notices Requiring Supervisory Action</u>	
0830-0915	Reading	
0915-0930	Discussion and clarification	
	<u>Alcoholism/Drugs</u>	
0930-1030	Film - "The Other Guy"	
1030-1045	Break	
1045-1200	Lecture and class discussion	<input type="text"/> and MS representative

UNIT: AGENCY MANAGEMENT REQUIREMENTS (cont.)

Wednesday, 5 Sept. EEO

1300-1400	Lecture and class discussion	Agency EEO officer
	<u>Maximizing the Contribution of Your Secretary</u>	
1415-1430	Introductory statement	
1430-1530	Panel	W ^h A ^o ?
1545-1600	Panel (continuation)	

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UNIT: BUDGETING

Friday, 7 Sept. Budgeting

0830-0900	Reading	
0900-1000	Introductory lecture	STAT
1000-1015	Break	
1015-1200	Budget exercise I	
1300-1400	Budget exercise I (continuation)	
1400-1415	Break	
1415-1600	Budget exercise II	
1600-1630	Wrap-up and feedback	

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UNIT: MANAGEMENT BY OBJECTIVES

Monday, 10 Sept. Management by Objectives(MBO) Agency Applications/ Planning

0830-0900 Reading
0900-1000 Introductory lecture Briggs
1000-1030 Class discussion
1030-1200 Arrangements for afternoon seminars
1300-1400 Directorate seminars
1430-1630 Office or divisional seminars

Tuesday, 11 Sept. Productivity and the Agency

0830-0900 Reading STAT
0900-1045 Lecture I on productivity in the Executive Branch
1100-1200 Discussion STAT
1300-1400 Lecture II on productivity standards in Agency
1400-1500 Discussion
1500-1600 Panel (to be chosen)

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UNIT:CAREER DEVELOPMENT

Thursday, 13 Sept. Agency Policy

0830-0900	Reading	STAT
0900-1000	Lecture	
1000-1030	Discussion	

The Evaluative Process

1045-1130	Lecture
1130-1200	Class discussion
1300-1315	Introduction to role play
1315-1340	Reading period for role play
1340-1430	Role play
1430-1445	Break
1445-1600	Playback of video tape on one group role play
1600-1630	Wrap-up

Friday, 14 Sept.

0830-0900	Reading of case history
0900-1030	Preparation of FR
1030-1045	Break
1045-1200	Class discussion and critique of student-prepared FR's

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CAREER DEVELOPMENT (cont.)

Friday, 14 Sept. Managing

1300-1330 Lecture

1330-1340 Instruction for exercise

1340-1500 Students individually develop
 criteria applicable to home
 organization (includes 15 minute
 break)

1500-1600 Class critique of criteria

1600-1630 Wrap-up

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UNIT: LEADERSHIP

<u>Monday, 17 Sept.</u>	<u>Communications/Staff Meeting</u>	
0830-0845	Reading	STAT
0845-0915	Discussion	
0915-0930	Instructions for exercise	
0930-1030	Staff meeting exercise	
1030-1045	Break	
1045-1200	Discussion and critique	
 <u>The Special Employee: Recognition and Utilization</u> 		
1300-1330	Film - "The Self-Motivated Achiever"	
1330-1430	Lecture and class discussion	
 <u>Managing Change</u> 		
1445-1510	Film - "Managing Change"	
1510-1630	Class discussion	
<u>Tuesday, 18 Sept.</u>	<u>The Participative Approach</u>	
0830-0900	Reading	
0900-0940	Debate	
0940-1045	Discussion	
1045-1100	Break	
1100-1200	Film - "Management by Participation"	

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LEADERSHIP (cont.)

Tuesday, 18 Sept. Leadership Patterns

1300-1330 Reading

1330-1400 Film - "The Effective Executive"

1400-1415 Break

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1415-1500 Discussion

1500-1630 Presentation on selection and
succession of leaders

Gee

Proctor, or
Nelson

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Thursday, 20 Sept. Systems Analysis

0830-0900	Reading	STAT
0900-1000	Lecture - SA philosophy, terminology	
1000-1015	Break	
1015-1200	Lecture and discussion - Matrix, PERT	
1200-1300	Lunch	
1300-1430	Lecture and discussion - Decision Trees and Queuing theory	
1430-1445	Break	
1445-1600	Lecture - Delphi technique	
1600-1630	Wrap-up	

Friday, 21 Sept.

0830-0900	Reading on Management Information Systems (MIS) and probability approaches	
0900-1030	Lecture and discussion - calcu- lated risk approaches to problem solving	
1030-1045	Break	
1045-1115	Lecture - MIS	
1115-1200	Exercise on MIS	
1200-1300	Lunch	

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INTRODUCTION TO SYSTEMS ANALYSIS (SA) (cont.)

Friday, 21 Sept.

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1300-1430 Lecture - probability theory

1430-1445 Break

1445-1630 Lecture and discussion with sample
exercises involving probabilities



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UNIT: PROBLEM SOLVING AND DECISION MAKING

<u>Monday, 24 Sept.</u>	<u>Kepner and Tregoe System</u>	
0830-0900	Reading	STAT
0900-0930	Lecture	
0930-1000	Individual case	
1000-1015	Feedback on solutions	
1015-1030	Break	
1030-1130	Group work on second K-T problem	
1130-1200	Class feedback	
1200-1300	Lunch	
1300-1400	Group prepares charts from morning taping	
1400-1430	Applications and wrap-up	
	<u>Creativity/Innovation</u>	
1430-1500	Lecture	
1500-1600	Brainstorming session, class critique	
1600-1630	Wrap-up	
<u>Tuesday, 25 Sept.</u>	<u>Calculating Risks</u>	
0830-0900	Reading	
0900-0930	Lecture - risk calculation when no quantities are available	

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PROBLEM SOLVING AND DECISION MAKING (cont.)

Tuesday, 25 Sept.

STAT

0930-1030 Class problem illustrating non-
quantitative risk calculation

1030-1045 Break

1045-1100 Lecture - risk calculation when
quantities are available

1100-1200 Class problem

1200-1300 Lunch

Systems Analysis Approach

1300-1330 Review guidelines and explain
problem design

1330-1430 Class work on problem and
feedback session

1430-1445 Break

1445-1600 Class work on second sample
problem and feedback session

1600-1630 Wrap-up

Wednesday, 26 Sept. Computers and Agency Programs

0830-1200 Panel discussion of systems
programs available in Agency,
discussion of what OCS can and
can't do for managers

1300-1630 Tour of Agency machine centers

etc.

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ADMINISTRATIVE — INTERNAL USE ONLY

I. GETTING THINGS DONE THROUGH THE BUREAUCRACY

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I. Getting Things Done Through the Bureaucracy

UNIT: AGENCY MANAGEMENT REQUIREMENTS 2 days

Managerial Role	3 hours	
What Administrative Support Can the Manager Expect	3 hours	1 day
Regulations etc.		
Alcoholism, Drugs	3 hours	
EEO		
Maximizing the Contribution of Your Secretary	3 hours	1 day

UNIT: BUDGETING 1 day

Budgeting/Finance

UNIT: MANAGEMENT BY OBJECTIVES, AND PRODUCTIVITY 2 days

MBO	1 day
Productivity	1 day

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UNIT: AGENCY MANAGEMENT REQUIREMENTS

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TITLE: The Managerial Role

TIME: 2 hours 20 minutes

0940-1030 Lecture (Directorate level) and class discussion

1030-1040 Break

1040-1200 Class prepares a listing of agreed functions, discussion of time spent on managerial vs. technical functions, criteria evolved for judging whether time spent on technical is required or because this is more enjoyable and familiar than management

OBJECTIVES: a. To delineate the duties that middle managers have in common

b. To discuss Agency practice concerning the manager as a manager and as a technical expert

c. To develop criteria for relating these roles

METHODOLOGY: a. Lecture by senior officer (Associate Director *or* Deputy) on effectiveness of middle managers in the managerial roles and the current expectations for middle level managers; the technical role versus the managerial role.

b. Class question-and-answer session with lecturer

c. Class discussion of roles and realities of dealing with them

LECTURER: Brownman or other Associate Director

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TITLE: What Administrative Support Can the Manager Expect

TIME: 4 1/2 hours

1200-1300 Lunch
1300-1350 Lecture - The Role of Administration
1350-1430 Class question and answer
1430-1445 Break
1445-1530 Lecture - some important details about Personnel work
1530-1630 Discussion

OBJECTIVE: To cover briefly what assistance the mid-manager can typically and reasonably expect from Administration
(Chief of Support, Finance Officer, Security Officer, Personnel Officer, Training Officer etc.)

METHODOLOGY: Lecture and class discussion; a senior and experienced Chief of Support will cover in a lecture what middle managers can reasonably expect from the support structure. Following the lecture there will be approximately an hour of discussion and question and answer from the class. A second lecture will go into certain details about personnel, such as Table of Organization, grade averages, and personnel folders.

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LECTURER I: Wattles, or other senior SA officers with broad experience.

LECTURER II: Personnel officer, such as Mr.

STAT

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TITLE: Agency Regulations/Notices Requiring Supervisory Action

TIME: 1 hour

0830-0915 Reading

0915-0930 Discussion and clarification

OBJECTIVES: This segment is intended to reinforce understanding of regulations and/or notices which impose functions on supervisors concerning their employees

METHODOLOGY: Essentially this subject will be covered by gathering copies of such material together and providing reading time.

MATERIALS: Selected reading from Regs/Notices

INSTRUCTOR: AMC Staff

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TITLE: Alcoholism/Drugs

TIME: 2 1/2 hours

0930-1030 Film - "The Other Guy"

1030-1045 Break

1045-1200 Lecture and class discussion

OBJECTIVE: Acquaint students with current Agency policy and practice concerning the alcoholic and the drug user

METHODOLOGY: a. Film (either 25 or 50 minutes) - "The Other Guy"

b. Presentation by Office of Personnel and OMS on current policy and practice

c. Class questions and answer period

MATERIALS: a. Film - "The Other Guy"

b. HN _____ dated _____

STAT

LECTURER: [REDACTED] and Medical Services representative

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TITLE: EEO

TIME: 1 hour

1300-1400 Lecture and class discussion

OBJECTIVE: To familiarize the manager with Agency EEO policy

METHODOLOGY: Lecture and class discussion

LECTURER: Agency EEO officer

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TITLE: Maximizing the Contribution of Your Secretary

TIME: 1 hour 45 minutes

1415-1430 Introductory statement

1430-1530 Panel

1545-1600 Panel (continuation)

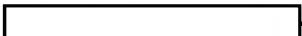
OBJECTIVE: To enhance the Mid-Managers effectiveness through more effective use of his secretary

METHODOLOGY: A panel of three secretaries (chosen for their experience and articulateness) will respond to class questions concerning such things as:

- a. the boss-secretary relationship
- b. what the boss can fairly expect of his secretary
- c. what the secretary can fairly expect of her boss
- d. the relationship to the secretaries of subordinates

The class will have advance notice of this session and be requested to formulate questions leading to discussion of such items as a-d above

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MODERATOR:  

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UNIT: BUDGETING

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ADMINISTRATIVE -- INTERNAL USE ONLY

TITLE: Budgeting/Finance

TIME: 1 day

0830-0900 Reading
0900-1000 Introductory lecture
1000-1015 Break
1015-1200 Budget exercise I
1300-1400 Budget exercise I (continuation)
1400-1415 Break
1415-1600 Budget exercise II
1600-1630 Wrap-up and feedback

OBJECTIVE: Provide students with sufficient information about budgetary jargon, objectives, formats, practices etc. so that they can function at the mid-manager level without relying on the trial-and-error approach.

METHODOLOGY: a. Lecture by of SIPS. The relationship STAT of budgeting to the planning/control process will be covered.

b. Exercises.

MATERIALS: Selected reading (recommended by lecturer)

Exercises (provided by lecturer)

STAT LECTURER:

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UNIT: MANAGEMENT BY OBJECTIVES

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TITLE: Management by Objectives (MBO) (Agency Applications/Planning)

TIME: 1 day

0830-0900 Reading period
0900-1000 Introductory lecture on MBO
1000-1030 Class discussion
1030-1200 Arrangements for afternoon seminars
1300-1400 Directorate seminars
1430-1630 Office or divisional seminars

OBJECTIVES: To familiarize students with MBO as practiced in the Agency at Directorate and office or division levels

METHODOLOGY:

- a. Introductory lecture by Agency level speaker, such as Charles Briggs, on MBO at the Agency level
- b. Directorate seminars in which students go to home Directorates for guidance on MBO by Directorate planning officers
- c. Office (division) level seminars in which students go to home offices (divisions) for guidance by appropriate planning officers
- d. Pre-reading will cover MBO in theory, terminology, and practice outside the Agency

LECTURER: Charles Briggs or DCI level planning officer

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TITLE: Productivity and the Agency

TIME: 1 day

0830-0900 Pre-reading

0900-1045 Lecture I on productivity in the Executive Branch
1100-1200 Discussion

1300-1400 Lecture II - productivity standards in Agency

1400-1500 Discussion

1500-1600 Panel (to be chosen)

OBJECTIVE: To acquaint the student with the current thrust of the Executive Branch in the area of productivity and to familiarize him with quantitative standards useful to the Agency.

METHODOLOGY: Reading:

Lecture I: Current developments including policy of OMB, programs in various departments and offices, the Civil Service Training program, and the rationale behind the effort to measure productivity.

Lecture II: Presentation of the current status of productivity measurement in the Agency, expected developments, and problem areas.

Panel: Discussion of specific measurement programs in the Agency that illustrate typical approaches useful in the Agency. Students are to identify a measurement problem in their areas of responsibility and submit the problem for discussion by panel and class.

MATERIALS: Reading

TAT LECTURER:
(productivity instructor for CSC)

STAT LECTURER:

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II. GETTING THINGS DONE THROUGH PEOPLE

III. Getting Things Done Through People

UNIT: CAREER DEVELOPMENT 2 days

Agency Policy	2 hours	
Evaluative Process	6 hours	1 day
Evaluative Process (cont.)	3 1/2 hours	
Managing	4 1/2 hours	1 day

UNIT: LEADERSHIP

Communications/Staff Meeting	3 hours	
The Special Employee	1 1/2 hours	
Managing Change	2 hours	1 day
Participative Approach	3 hours	
Leadership Patterns	3 hours	1 day

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UNIT: CAREER DEVELOPMENT

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TITLE: Career Development (Agency policy)

TIME: 2 hours

0830-0900 Reading Period

0900-1000 Lecture

1000-1030 Discussion

OBJECTIVES: Familiarize students with current Agency policy on career development and its impact on them as managers.

METHODOLOGY:

- a. Pre-reading dealing with Agency issuances on career development.
- b. Lecture by [redacted] (C/OP/Plans) on Agency policy/regulations/goals in regard to Career Development at the Agency level and its impact on middle managers. STAT
- c. Class discussion of lecture - implications, applications, etc.

MATERIALS NEEDED: Agency issuances/papers etc. dealing with career development.

STAT LECTURER: [redacted] and staff

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TITLE: Career Development (The Evaluative Process)

TIME: 6 hours

1045-1130 Lecture
1130-1200 Class Discussion
1300-1315 Introduction to Role Play
1315-1340 Reading Period for Role Play
1340-1430 Role Play
1430-1445 Break
1445-1600 Playback of video tape on one group role play
1600-1630 Wrap up

OBJECTIVES: a. Provide practice in counseling first line supervisors on evaluative programs.

b. Provide practice and guide lines in monitoring and implementing an employee evaluative program.

METHODOLOGY: a. Pre-reading of articles dealing with employee evaluation.

b. Lecture on critical aspects of an evaluative program.

c. Role play based on a Career Development situation with first line supervisor.

d. Class critique of video taped counseling session from c above.

e. Class critique and discussion of practical evaluative programs.

MATERIALS NEEDED: Case history
Video equipment

LECTURER: Staff

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TITLE: Career Development (The Evaluative Process continued)

TIME: 3 1/2 hours

0830-0900 Reading of case history

0900-1030 Preparation of FR to include letter rating, narrative,
and reviewing officer comment

1030-1045 Break

1045-1200 Class discussion and critique of student prepared FR's

OBJECTIVES: a. Provide students with live practice in preparing evaluations that are more objective and useful.

METHODOLOGY: a. Case history
b. Preparation of simulated Fitness Report
c. Class discussion and critique

MATERIALS NEEDED: Case history
Sample FR forms

LECTURER: Staff

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TITLE: Career Development (Managing)

TIME: 4 1/2 hours

1300-1330 Reading
1330-1430 Lecture
1430-1445 Break
1445-1630 Discussion

OBJECTIVE: Provide students with practical guidelines for managing Agency Career Development policy at Division/Branch level.

METHODOLOGY:

1. Pre-reading on Career Development
2. Lecture-dealing with responsibilities of employee-supervisor and management on Career Development.
3. Class discussion of practical approaches and guidelines for implementation of career development in terms adapted to our organizational requirements.

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LECTURER:

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UNIT: LEADERSHIP

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TITLE: Communications/Staff Meetings

TIME: 3 hours

0830-0845 Reading
0845-0915 Discussion
0915-0930 Instructions for Exercise
0930-1030 Staff Meeting Exercise
1030-1045 Break
1045-1200 Discussion and Critique

OBJECTIVE: To identify the problems to effective communications within the Agency.

METHODOLOGY: Pre-reading will provide the basis for general discussion on communication problems followed by student identification of specific Agency communication problems and possible solutions. To provide application of their findings, the class will be broken into work groups with each group conducting a staff meeting exercise to determine how staff meetings should be conducted. An instructor should be present in each group room to observe the group and provide a critique of their meeting. One staff meeting will be video taped. Groups will present their solutions to the class for consideration and a class solution determined. VTR will be used for playback of specific points.

MATERIALS: Pre-reading

Video tape (VTR)

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CLASS LEADER:

(Exercise and materials to be provided by guest instructor)

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TITLE: The Special Employee; Recognition and Utilization

TIME: 1 1/2 hours

1300-1330 Film

1330-1430 Lecture and Class Discussion

OBJECTIVES: a. To establish the observable behavior which identifies the high achiever.
b. To identify leadership styles designed to exploit the high achiever's potential.

METHODOLOGY: a. Pre-reading of one or more of David McClelland's articles.
b. Film
c. Class discussion of film and experience with this type of person and how best to handle them.
d. Listing of conclusions.

MATERIALS: Reading Materials

Film: The Self-Motivated Achiever

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TITLE: Managing Change

TIME: 2 hours

1445-1510 Film
1510-1630 Class Discussion

OBJECTIVE: To familiarize the students with the techniques for dealing with organizational change.

METHODOLOGY: a. Film

b. Class Discussion

MATERIALS: Film "Managing Change"

DISCUSSION LEADER: Staff

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TITLE: The Participative Approach

TIME: 3 hours

0830-0900 Reading
0900-0940 Debate
0940-1045 Discussion
1045-1100 Break
1100-1200 Film

OBJECTIVES: To determine the value of using the participative approach as a managerial tool within the Agency.

METHODOLOGY: Pre-reading will provide a basis for class discussion on the benefits of managers employing the participative approach. Two instructors using a debate format, will take opposing views on the value of this approach. The class will then discuss their experience and estimates concerning the current and future Agency role of participative approach. Film used to reinforce values of participative approach.

MATERIALS: Pre-reading
Instructor's debate outlines
Film: "Management by Participation"

LECTURER: Staff

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TITLE: Leadership Patterns

TIME: 3 hours

OBJECTIVES: To permit the students to recognize their own leadership patterns, understand possible impact on others, and to determine if any one pattern is best within the Agency.

METHODOLOGY: a. Pre-reading and film will provide the basis for class discussion on recognized leadership patterns and their impact on subordinates.
b. A talk on the selection and succession of leaders by an Agency executive will serve to give the view of experience on this subject.

MATERIALS: Pre-reading
Film: from Drucker Series, "The Effective Executive"

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LECTURER: Proctor, Nelson, or Rodriguez

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III. GETTING THINGS DONE BY SOLVING PROBLEMS

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III. Getting Things Done by Solving Problems

UNIT: INTRODUCTION TO SYSTEMS ANALYSIS 2 days

Introduction to Systems Analysis 2 days

UNIT: PROBLEM SOLVING AND DECISION MAKING 3 days

Kepner-Tregoe
Creativity/Innovation 1 day

Calculating Risks
Quantitative Approach 1 day

Computers and Agency Programs 1 day

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III
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UNIT: INTRODUCTION TO SYSTEMS ANALYSIS

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TITLE: Systems Analysis (SA)

TIME: 1 day

0830-0900 Pre-reading
0900-1000 Lecture on SA philosophy and terminology
1000-1015 Break
1015-1200 Lecture and class discussion of the Matrix and PERT
as decision tools
1200-1300 Lunch
1300-1430 Lecture and class discussion on Decision Trees and
Queuing theory
1430-1445 Break
1445-1600 Lecture on Delphi technique
1600-1630 Wrap-up of first day

OBJECTIVE: Familiarize students with basic concepts, terminology
and applications of Systems Analysis

METHODOLOGY:

- a. Pre-reading - some of basic theory and terminology
of conformation science will be covered in pre-reading
- b. Lecture - covers the basic approach, philosophy
and terminology of Systems Analysis; more
specifically the first day will also include PERT/
Critical Path, the Matrix, Queuing theory,
Delphi technique and Decision Trees
- c. Class discussion - the lectures will provide opportunity
for students to question the lecture and provide
applications from their own experience

LECTURER:

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TITLE: Systems Analysis (SA)

TIME: 1 day

0830-0900 Pre-reading on MIS and probability approaches
0900-1030 Lecture and class discussion of calculated risk
approaches in Problem Solving
1030-1045 Break
1045-1115 Lecture on Management Information Systems (MIS)
1115-1200 Class exercise on MIS
1200-1300 Lunch
1300-1430 Lecture on probability theory
1430-1445 Break
1445-1630 Lecture, class discussion and sample exercises
involving probabilities

OBJECTIVES: a. To familiarize students with SA tools such as
Management Information Systems (MIS) basic
probability theory and the concept of calculated
risk

b. To provide basis for application of SA to Problem
Solving on days three and four of this unit

METHODOLOGY: a. Pre-reading - on subjects covered in objectives

b. Lecture - on MIS, calculated risk concepts and
probability theory

c. Class discussion - students will be involved in
producing examples of Agency application and
in clarification through questions and answers

d. Class exercise - on MIS

LECTURER:

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UNIT: PROBLEM SOLVING AND DECISION MAKING

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TITLE: Problem Solving and Decision Making (PS/DM) Kepner and Tregoe

TIME: 4 1/2 hours

0830-0900 Reading period (K-T excerpts)
0900-0930 Lecture
0930-1000 Individual case
1000-1015 Feedback on solutions
1015-1030 Break
1030-1130 Group work on second K-T problem
1130-1200 Class feedback
1200-1300 Lunch
1300-1400 Group prepares charts from morning taping
1400-1430 Applications and wrap-up

OBJECTIVE: Familiarize students with the Kepner-Tregoe (K-T) system for PS/DM

METHODOLOGY:

- a. Lecture on the K-T system; lecture includes three principal steps (problem analysis, decision analysis and potential problem analysis), with breakdown of each using K-T forms
- b. Individual completion of K-T steps based on problem (for pilot course a variation on a K-T problem will be used, this will be replaced with an Agency problem in later runnings)
- c. Class feedback on solution
- d. Short group session dealing with a second problem; this will be taped
- e. Play back of tape charting actual group process
- f. Short wrap-up lecture on applications of system
- g. Pre-reading (excerpts from "The Rational Manager" by Kepner and Tregoe)

MATERIALS: Tape recorders
K-T forms

LECTURER: Staff

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TITLE: Problem Solving and Decision Making (Creativity/Innovation)

TIME: 2 hours

1430-1500 Lecture

1500-1600 Brainstorming session and class critique

1600-1630 Wrap-up

OBJECTIVES:

- a. Familiarization with basic steps in creating a working environment conducive to creativity/innovation
- b. Familiarization with "Brainstorming" as a technique for obtaining creative solutions

METHODOLOGY:

- a. Lecture - creative environment building; topics setting example of accepting creative approaches, reference to Suggestion Awards Program, value of good communications channels etc.; second portion of lecture deals with structuring a Brainstorming session (selecting people, defining objective, non-evaluative input charting, follow-up evaluation procedure)
- b. Simulated Brainstorming session
- c. Pre-reading from "Applied Imagination" by Alex Osborne

LECTURER: Staff

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TITLE: Problem Solving and Decision Making (Calculating Risks)

TIME: 4 hours

0830-0900 Pre-reading
0900-0930 Lecture concerning risk calculation when no quantities are available
0930-1030 Class problem illustrating non-quantitative risk calculation
1030-1045 Break
1045-1100 Lecture concerning risk calculation when quantities available
1100-1200 Class problem
1200-1300 Lunch

OBJECTIVE: Familiarize students with the concepts of calculated risk measure in problems dealing with both quantitative and non-quantitative information

METHODOLOGY: a. Pre-reading - articles dealing with calculating risks
b. Lecturer uses sample problem to illustrate the calculation of risks in one problem where no quantities are involved and a second one where there are measurable elements and standards
c. One problem (short) of each variety is dealt with individually by class members. In the pilot running these may be non-Agency in later runnings Agency in later runnings Agency problems may be introduced

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TITLE: Problem Solving and Decision Making (Systems Analysis Approach)

TIME: 4 hours

1300-1330 Review guidelines quickly and explain problem design

1330-1430 Class work on problem and feedback session

1430-1445 Break

1445-1600 Class work on second sample problem and feedback session

1600-1630 Wrap-up

OBJECTIVE: Familiarize students with application of the Systems Analysis Approach to PS/DM

METHODOLOGY: a. Pre-reading - articles on Systems Analysis

b. Case history applying information previously received in an earlier segment on Systems Analysis terminology and approaches

c. Class critiques sections of problem solution

d. Wrap-up lecture

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LECTURER:

III
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TITLE: Computers and Agency Programs

TIME: 1 day

0830-1200 Panel discussion of systems programs that are available in the Agency; discussion of what OCS can and can't do for managers

1300-1630 Tour of Agency machine centers

OBJECTIVES: a. To familiarize with the programs and computer resources of the Agency

b. To gain a first-hand knowledge of Agency computer centers and personnel

METHODOLOGY: Panel discussion and tour

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PANEL:



etc.

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Bob W

A meeting with
The B of V - before
latter meets with
Colby would be
very wise. To
include Sr. Tng.
officers.